



February 2021

## ACCMA Director's Corner

## ACCMA Mission

*Provides career management services across the human capital lifecycle to support a highly skilled and ready professional civilian workforce that supports the national defense.*

Welcome to a new and exciting year. Beginning this month, the ACCMA newsletter will be published monthly and with more content, including a “Featured Career Field” column.

We are continuing with the standup of the organization while we determinedly pursue the objectives of the Army People Strategy Civilian Implementation Plan. A near-term focus is on integrating the processes and products used by career programs to support their segment of the workforce. As an example, we’re assessing career program plans—in particular, how these plans will best inform and support the needs of Army senior leadership, Functional Chiefs, Functional Advisors, and the Army civilian workforce. Also along these lines, we’re engaged in the effort to migrate from GoArmyEd, the system currently used for processing career program training requests, to ArmyIgnitED, which will provide enhanced capabilities for the career management teams.

We are also proud to be a part of the Army Civilian People Enterprise Governance. The first Career Management Executive Council (CMEC) meeting was held on 13 January. Many thanks to the Functional Chiefs for their engagement and insight on the important career management issues presented to the CMEC. Supporting the CMEC will be Career Field Planning Boards, which we will be hosting for each of the career fields in the coming months.

I would like to take a moment to welcome some new members of the ACCMA team. Mr. Carl Robinson was selected to lead the Resource Management (RM) Office. Carl has been serving as our interim RM Chief throughout the standup of the organization, and we’re thrilled that he’ll continue in this role going forward. As well, the Army Career Development Recruitment Cell will be aligned to ACCMA as part of the Talent Acquisition Division effective 14 February. We are excited to have these professionals join the ACCMA team and know we will be able to gain efficiencies, and increase effectiveness as a result.

We’re looking forward to the exciting things ahead in 2021 that ACCMA will do, in partnership with commands, to support our Army Civilians.

## Working for You

### *More on Career Field Leadership*

The **Functional Chief (FC)** represents the career fields by providing enterprise senior leadership and oversight, consolidating technical expertise, collaborating with commands, ACCMA, and individual Functional Advisors (FAs) to influence career field functional policy and resource priorities.

The **Functional Advisor’s** role is similar to the previous Career Program Functional Chief Representative. The Functional Advisor provides senior leader functional oversight and perspective to that functional community.

The **Career Field Manager** executes career management plans and programs by providing broad guidance to the career program managers, and setting priorities and goals for accomplishment of overall career field responsibilities and requirements.



## Mr. Richard R. Beauchemin

Functional Chief,  
Medical Career Field  
Chief of Staff,  
Office of the Surgeon  
General and Medical  
Command

As the Army People Strategy (APS) Civilian Implementation Plan (CIP) and the Army Civilian Career Management Activity (ACCM) are operationalized, I am honored to be designated by the Assistant Secretary of the Army for Manpower and Reserve Affairs to serve as Functional Chief and Functional Advisor for Army's Medical Career Field. With this designation, I will proudly represent Army medical careerists' interests with the Career Management Executive Council, the newly designated governance forum for the APS CIP.

This is an exciting time in the history of Civilian talent management (TM). It is also a monumental time as Army Medicine transforms, synchronizes, and integrates all medical functions, which will have a sizeable impact on TM of medical Civilians, and the way we do business in the future.

The Army Mission remains constant: to deploy, fight and win the nation's wars by providing ready, prompt and sustained land dominance by Army forces across the full spectrum of conflict as part of the Joint Force. You are leading that effort through Army Medicine, as we align all medical functions, ensure the effective transition of identified healthcare functions, and ensure personnel are properly trained to provide sustained healthcare services and research in support of the Total Force mission.

Each of your roles plays an integral part in the overall success of the Army mission and the way forward for medical Civilian TM under the Army Medical Career Field, with Career Program 53 (Medical). We will continue to work together to capitalize on the opportunity to provide trusted care and full spectrum medical readiness to our beneficiaries, joint partners, and Soldiers throughout the globe. As we move through this transition, I am open to new and innovative ideas on continuous process improvements to the medical Civilian TM.

### COVID Support: Our medical Soldiers and Civilians are leading preventive and response efforts.

- COVID-19 surge spurs readiness efforts at Brooke Army Medical Center (BAMC) and takes on additional trauma patients: BAMC is expanding its ability to care for critically injured community members to help ease the COVID-19 burden on the local healthcare system. "With the demand for COVID-19 care increasing, BAMC is accepting a higher percentage of trauma patients through transfers from other hospitals throughout the region, as it did during the summer COVID-19 surge," said Air Force Col. (Dr.) Patrick Osborn, San Antonio Military Health System Surgeon-in-Chief, and BAMC's Deputy Commander for Surgical Services. "By sending additional critically ill patients to BAMC, the Southwest Texas Regional Advisory Council, which manages the trauma region, is able to reduce stress on the University Hospital Trauma Service as the COVID-19 census increases." Read more about the COVID-19 response at BAMC, Army's largest Medical Center and one of two (other non-military) Level I trauma centers within Trauma Service Area-P, a 26,000-square-mile, 22-county expanse, at [DVIDS](#).
- COVID Vaccine Distribution: Army Civilians make up the majority of the 11-person team that coordinates the ordering and distribution of the COVID-19 vaccine. In fact, an Army Civilian is credited with administering the system that is the DOD's point of contact for COVID 19 vaccines. So far, more than 140,000 doses have been shipped to military units across the globe. Read more about the Army Immunization Program efforts in [this December 2020 STAND-TO! article](#).
- Dental personnel provided needed support during the COVID-19 pandemic: For several months during the COVID-19 pandemic, military and civilian dental personnel from across Regional Health Command-Pacific's footprint provided vital support in executing the region's pandemic response efforts. "Dental Health Command-Pacific took swift action to transition the organization from one that primarily supports dental readiness throughout the Pacific, to one that directly supports local military treatment facilities," said Maj. Katherine Little, DHC-P's executive officer. [Read more at Army.mil](#).

FY20 CP53 Training, Education and Professional Development (TE&PD) Accomplishments: Despite travel restrictions in FY20 because of COVID-19, CP53 revamped its projected training plan and shifted to virtual and distance learning classes. This shift enabled CP53 to offer 44 more classes than it had forecasted for FY20.

Additionally, CP53 received \$200K for unfunded requests based on its ability to critically identify training requirements. These efforts resulted in CP53 training 3,155 medical Civilians and providing more than 52,000 Continuing Education Units (CEUs). Additionally, CP53 supported TE&PD funding for two medical Civilians to earn their Master’s degree and two medical Civilians to earn their Bachelor’s degree.

FY21 Army Medical Career Field Goals/Priorities: For FY21, the Army Medical Career Field continues its enterprise pursuits in alignment with the Army People Strategy, FY21 ARSTAF, and CHRA guidance, with our Career Field Strategic Plan and objectives that focus on the medical Civilian missions and capabilities.

Our strategic plan pursuits align all goals and objectives across the Civilian lifecycle model lines of effort (LOEs), using a four-phased approach. The first phase is to foster growth in Committed Army Leadership efforts, which sets the foundation for the second phase: to achieve full Army-wide implementation of our objectives. In FY21, we’re currently working first and second phase requirements. Accomplishment of these two phases ensures the third phase, Desired Capacity and Capability, is met in an effective and efficient manner. The final phase is to Sustain, Refine, and Share best practices that meet the desired end-states for success.



One of the desired end-states is a Competency-Based Management process that incorporates all required Army People Strategy Civilian Implementation Plan requirements. This process complements the Accountability end-state effect to leverage prioritization, funding and leadership commitment to close capability gaps.

Finally, the ultimate end-effect is a Capable Medical Civilian Workforce to meet leadership and technical succession planning needs. The Army Medical Career Field Strategic Plan, including this year’s priorities, is a living document and incorporates the realignment of functions with the establishment of ACCMA and our unity of effort actions. From a functional perspective, the Army Medical Career Field also incorporates The Surgeon General’s (TSG’s) new vision and objectives in our strategy, with the TSG’s concentrated effort to achieve Army Medicine 2028 that is ready, reformed, reorganized, responsive, and relevant (5-Rs).



**Next ACCMA Town Hall**  
February 17, 2021  
1300-1400 EST

## An Ambitious Agenda

### *Wardynski Publishes Article on Strides Made Through Army People Strategy*

Dr. E. Casey Wardynski, Assistant Secretary of the Army for Manpower & Reserve Affairs (ASA – M&RA), has published an article on the workforce innovations adopted by the Army since the introduction of the Army People Strategy in October 2019.

“Innovation in People Policies Will Power On in New Year,” published 5 January 2021 on the Association of the United States Army (AUSA) website, outlines the enhancements to the Army work experience introduced by the Army People Strategy — including the ways these changes will be implemented for Army Civilians.

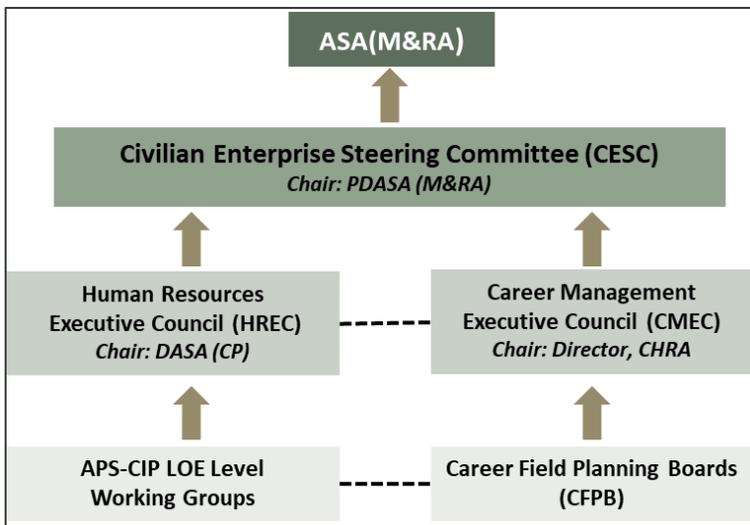
Read Dr. Wardynski’s article on the [AUSA website](#).

## Army Civilian People Enterprise Governance

With Army People at the center of the Army’s strategy, Civilian leadership will provide executive guidance and governance to ensure the effective management and utilization of critical developmental resources. We will implement a comprehensive lifecycle process—from allocating financial resources to measuring the workplace and workforce impact of dollars spent—to ensure that our people develop and that we get the best value for our people investments.

There are multiple, dispersed organizations across the Army that support both the Army Civilians who guard our nation, and the Commanders who lead them. ACCMA plays a critical role in ensuring the desired outcomes to meet the needs of the Army, to achieve its mission, and to meet the needs of Army Civilians, so they can have fulfilling, meaningful, and purposeful careers.

The Army Civilian People Enterprise governance structure, accountable to the Assistant Secretary of the Army (Manpower & Reserve Affairs), includes the Civilian Enterprise Steering Committee (CESC), and its subordinate executive councils, the Human Resources Executive Council (HREC), and the Career Management Executive Council (CMEC). Notably, the establishment of this structure demonstrates significant leadership commitment to Army Civilian development.



The CESC, chaired by the Principal Deputy Assistant Secretary of the Army (Manpower & Reserve Affairs), is a decision-making body.

Among its key responsibilities, the CESC “provides guidance, and renders decisions, on matters affecting the Army Civilian Corps to include policies, programs, initiatives, systems, and all other civilian human resource matters under the purview of the ASA (M&RA) ... ensures integration of all policies, programs, and initiatives across the Army Civilian People Enterprise to achieve unity of focus and effort ... ensures there is coordination and synchronization of follow-through on actions across the lines of authority in the Army Civilian People Enterprise governance structure ... [and] ensures resources are available, prioritized and invested appropriately across the Army Civilian People Enterprise.”

As ACCMA implements our responsibilities, we will fully support leadership, while relying on this governance structure to hold us accountable for Civilian talent management.

ACCMA POCs	
Director	Edward Emden
Operations & Plans Director	Michael DeYoung
Support Division	Tamie Huston
Resource Management	Carl Robinson
Recruiting & Outreach	Michele Davis
Talent Acquisition	Tim Weathersbee
Talent Development	Lisa Rycroft
Talent Assessment & Analysis	Vacant
Operations & Programming	Karla Langland
Career Field Managers	
Technology	Julie Cruz
Human Capital & Resource Mgmt	Rob McIlwaine
Security & Intelligence	Dewayne McOsker
Logistics	Samantha Newman
Installations	Brenda Miller
Science, Engineering & Analysis	Dennis Finn
Contracting	Lee Carver
Construction Engineering	Karla Langland (acting)
Medical	Carolyn Collins
Education & Information Sciences	James Breeding
Professional Services	Tiffany Turner

## Defining the Career Management Executive Council (CMEC)

### *CMEC Forum Kicks Off as Career Program Policy Committee Sunsets*

The inaugural meeting of the Career Management Executive Council (CMEC) took place on January 13, 2021. The CMEC replaces the Career Program Policy Committee. Subordinate to the Civilian Enterprise Steering Committee (CESC), the CMEC serves as the senior forum to recommend changes and improvements to career management policy. The voting members are the Functional Chiefs (FCs), with commands and other key stakeholders serving in an advisory role.

The CMEC’s responsibilities include:

- Providing operational direction, guidance, and governance to the career management enterprise
- Serving as the senior forum to recommend changes and improvements to career management policy
- Directing the allocation of career management resources to support Army mission readiness priorities, as published in the annual civilian human capital planning training and development guidance
- Achieving the intended outcome of APS-CIP priorities
- Coordinating matters for decision with the Human Resources Executive Council (HREC)

The graphics below show the roles and responsibilities of the FCs and FAs (left). The tables below identify the FCs and CMEC advisory members by position (right).

#### Functional Chief

-  Set the strategic human capital management environment.
-  Champion current and future Civilian mission requirements necessary to generate and support Army requirements, mission priorities, processes and systems.
-  Vote on career management initiatives and resource allocations.
-  Recommend appointments of Army Component Functional Community Manager to assist OSD Functional Community Manager on DOD-wide career program management issues, as appropriate.
-  Professional Services appointments will be designated on a rotation basis, annually.

#### Functional Advisor

-  Provide functional expertise leadership to career field and career program managers to achieve competency-based training and development process.
-  Communicate career program/functional policies, procedures, and opportunities to the functional community and supporting commands.
-  Coordinate with functional workforce to identify technical and nontechnical leadership and competency gaps, communicate workforce gaps, and mitigation strategies to ACCMA and M&RA.
-  Contribute technical expertise and recommendations to the career program governance structure.
-  Coordinate programming, training, education, and professional development with the appropriate functional center of excellence, if applicable.

CMEC Functional Chief Voting Members	
Career Field	Position
CMEC Chair	Director, Civilian Human Resources Agency (CHRA)
Technology	Deputy CIO
Human Capital & Resource Management	Assistant Deputy Chief of Staff, G-1
Security & Intelligence	Assistant Deputy Chief of Staff, G-2
Logistics	Assistant Deputy Chief of Staff, G-4
Installations	Assistant Deputy Chief of Staff, G-9
Science, Engineering, & Analysis	Executive Deputy to the Commanding General, AFC
Contracting	Deputy Assistant Secretary of the Army (Procurement)
Construction Engineering	Director, Military Programs, USACE
Medical	Chief of Staff, Office of The Surgeon General/MEDCOM
Education & Information Sciences	Assistant Deputy Chief of Staff, G-3/5/7, TRADOC
Professional Services (rotates annually)	The Inspector General (FY21)
	General Counsel (FY22)
	Chief, Public Affairs (FY23)

CMEC Advisory Members
Deputy Assistant Secretary of the Army (Equity & Inclusion)
Deputy Chief of Staff, G-1, U.S. Army Forces Command (FORSCOM)
Deputy Chief of Staff, G-1/4, U.S. Army Training and Doctrine Command (TRADOC)
Deputy Chief of Staff, G-1, U.S. Army Materiel Command (AMC)
Chief Human Capital Officer, G-1, U.S. Army Futures Command (AFC)
Director of Human Resources, U.S. Army Corps of Engineers (USACE)
Director, Civilian Senior Leader Management Office
Director, Army Civilian Career Management Activity
Representative, Deputy Assistant Secretary of the Army (Civilian Personnel)
Representative, Office of General Counsel

## Two Career Fields Receive ANAB Certificate of Accreditation

The Education and Information Sciences, and Installation Career Field professionals are pleased to report that they have been awarded the Certificate of Accreditation for their Certificate Training Program by the American National Standards Institute (ANSI) American National Accreditation Board (ANAB), the governing body that accredits Professional Certificate and Certification programs.

ANAB accreditation is recognized nationally and internationally as a mark of quality and assures that employers can have confidence that the certificate holder has completed the prescribed course of study. The program is based on ANSI/ASTM E2659-18, Standard Practice for Certificate Programs. The standard requires that our program meets predefined industry requirements for content, follows predetermined processes, and includes constant feedback for quality improvement. ANAB's accreditation process follows ISO/IEC 17011, the International Standard that defines quality third-party accreditation practices.

In the ANSI National Accreditation Board (ANAB) Certificate Accreditation Program, ANAB assesses and accredits certificate programs as conforming to the requirements of ANSI/ASTM E2659, the accreditation standard. ANAB conducts an assessment of an organization's certificate program to determine compliance with the accreditation standard, which contains requirements for a certificate program attesting to multiple requirements, including an instructional design plan, valid and reliable assessment of intended learning outcomes, a passing standard established through a criterion-referenced method, and a system to monitor and manage the use of the certificate.

The accreditation standard also sets forth requirements related to the certificate program's organizational structure and administration, governance board, review panels, management (including required policies and procedures), records, and document control systems. Organizations participating in the ANAB Certificate Accreditation Program will develop or increase their understanding of the accreditation standard's requirements; through such understanding, they will continually improve their organizations.

The Education and Information Sciences Career Field was granted re-accreditation for five Professional Certificate Programs under ANSI/ASTM E2659-18, Standard Practice for Certificate Programs:

- Certificate in Doctrine Development
- Level 1 Certificate in Capability Development
- Level 2 Certificate in Capability Development
- Level 1 Certificate in Army Training and Education Systems
- Level 2 Certificate in Army Training and Education Systems

The Installations Career Field was granted re-accreditation for seven Professional Certificate Programs:

- Aviation Safety Officer Course (ASOC)
- CP-12 Safety Professional Certificate
- Emergency Management Skill Level 1
- Emergency Management Skill Level 2
- Explosives Safety Level 1
- Ground Safety Officer Course (GSOC)
- Level II Explosives Professional Certificate

The Installations Career Field is currently working on developing credentialing programs for Housing, Installations, Safety Engineering, and Industrial Safety.

The certificate programs require successful completion of a defined course of study, as well as relevant Civilian job experience.

Participation is currently voluntary; however, the Education and Information Science Career Field has issued over 500 certificates in the Certificate Training Program, which was established in 2016 to continually ensure that the Army has current and relevant competent Civilian personnel serving in the Civilian Corps. The Certificate Training Program ensures that there is a common skill level of competency across occupational series; allows professionals to manage their career development, gain knowledge and apply their competency skill sets immediately to their jobs; and helps them demonstrate a professional level of commitment to continuously improve as they serve the Army Warfighters, Soldiers, and Civilians.

	<h3>Current Position Openings</h3> <p><b>Public Affairs Specialist</b> CPM for Public Affairs (CP-22) GS-1035-14</p> <p><a href="#">Apply</a></p>
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